

HSG's 2023 Provider Compensation Survey: Questions and Responses

OVERVIEW

HSG Advisors' 2023 Provider Compensation Survey results provide insight into factors that are driving industry benchmarks, environmental changes affecting provider compensation, and solicit perspectives from participants about compensation structure.

SURVEY QUICK FINDS

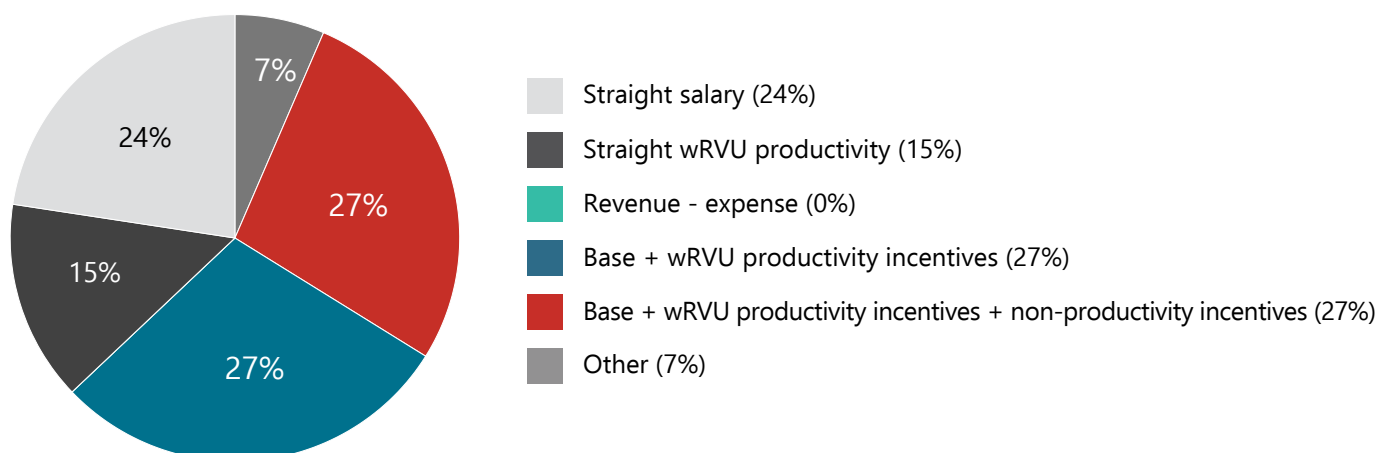
- 45%** Are utilizing 2021 MPFS wRVU values to determine wRVU-based compensation.
- 48%** Are unsure if 2023 inpatient coding and documentation changes will impact providers.
- 48%** Fully recovered patient volume lost during the pandemic.

All reporting was done based on aggregated responses. Below you will find each question and its response. Additional exploration of the responses are laid out in a series of articles to be published throughout the remainder of the year.

RESULTS

Question 1

Recognizing that provider compensation models can vary by specialty and provider type, what are the predominant types used by your organization?



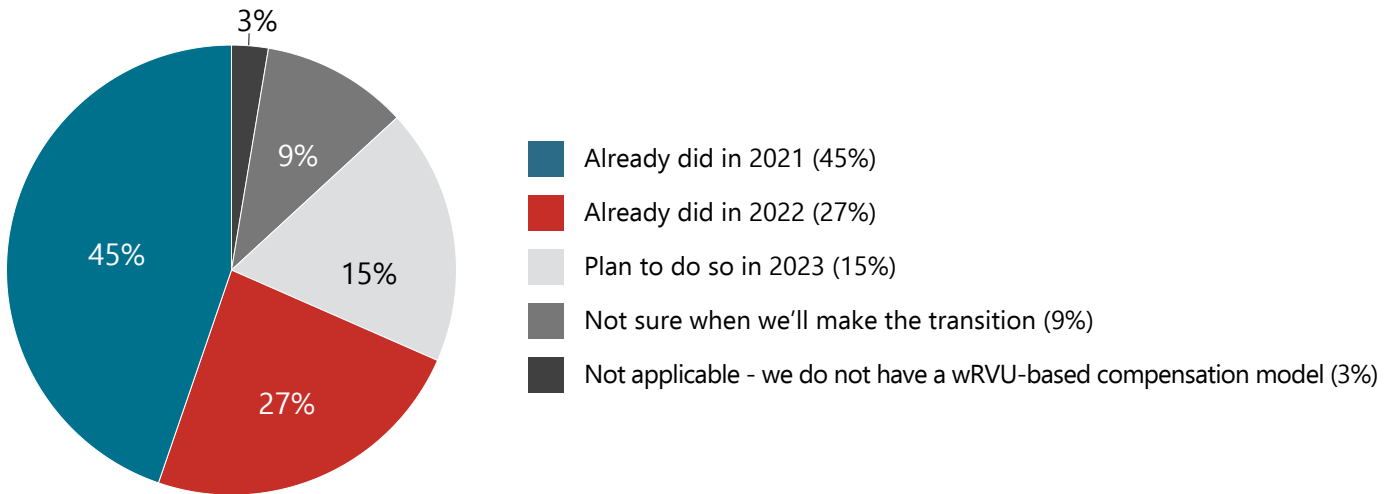
Question 1a

If You Selected "Other" what types of provider compensation models are used by your organization?

- Base + Other non-wRVU incentives (e.g. quality)

Question 2

Have you already, or do you plan to utilize the 2021 Medicare Physician Fee Schedule wRVU values for determining wRVU-based compensation?



Question 3*

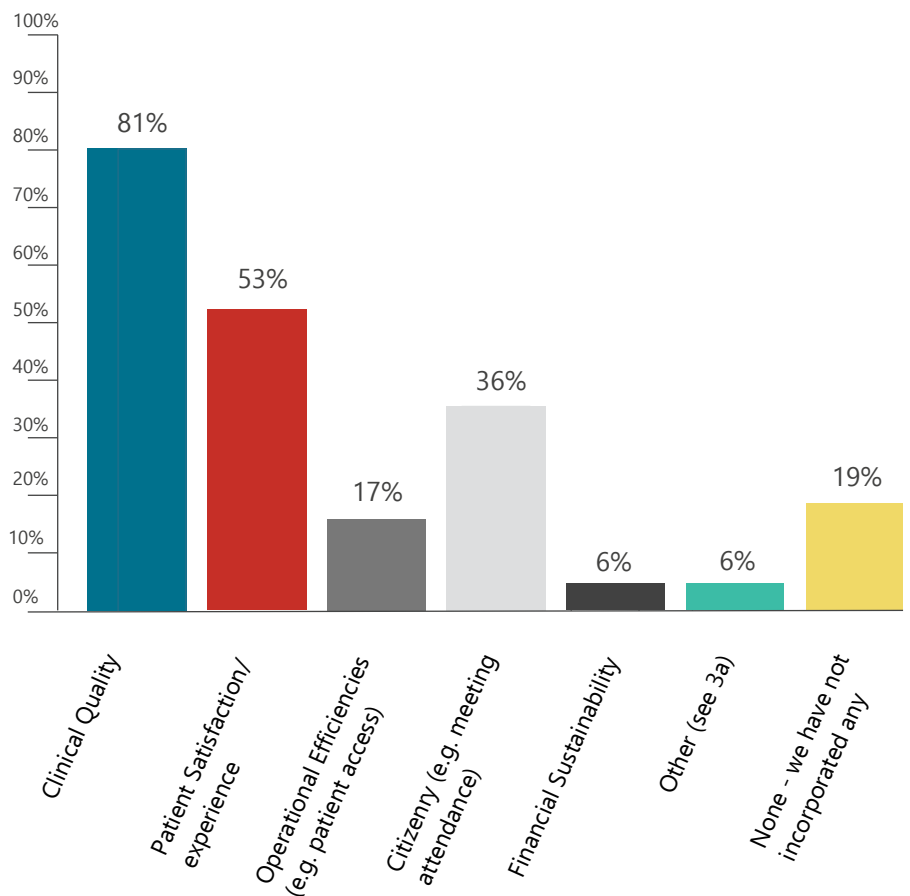
Which of the following types of non-productivity incentives have you incorporated into your provider compensation models? Please select all that apply.

Question 3a

If you selected "Other" what types of non-productivity incentives have you incorporated?

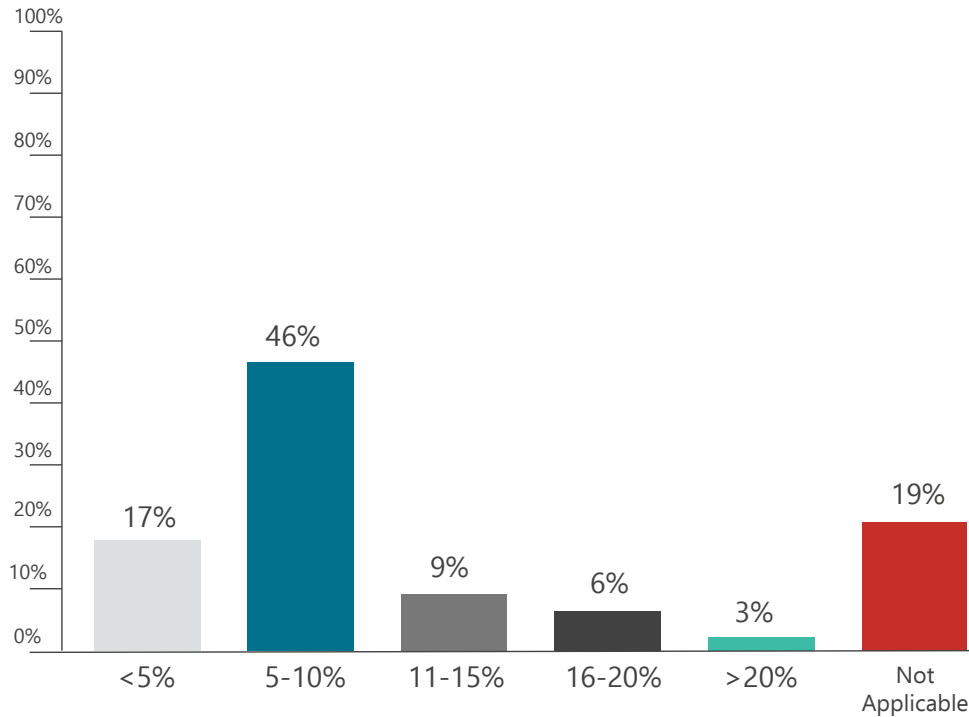
- Chart closure
- Community service and outreach clinical participation

*Percentage listed on top of each bar is percent of total answers recorded, not responders, because it was multi-select.



Question 4

How much of the total provider compensation could be earned for non-productivity incentives if providers achieve all metrics? Please use your best estimate.



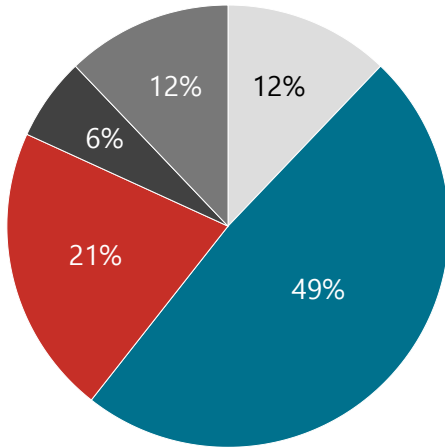
Question 5

Have you implemented team-based or group incentives in your provider compensation models?



Question 6

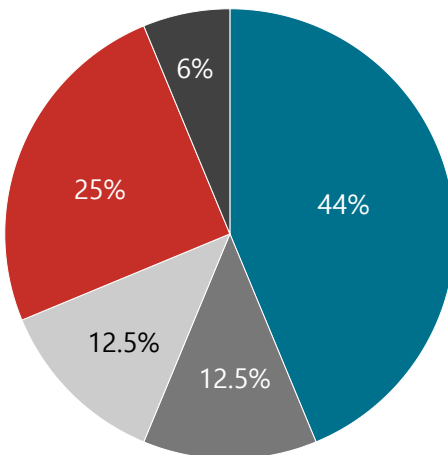
Do you think the 2023 inpatient coding and documentation changes will impact your providers' coding curves and compensation?



- No- there will be little to no inpatient activity (6%)
- No- our analysis does not indicate a significant impact (21%)
- Not sure (49%)
- Yes - there will be a lot of inpatient activity (12%)
- Not aware of 2023 inpatient coding and documentation changes (12%)

Question 7

In 2024, we will see a transition to total dedicated time spent during split billing/shared visits. Do you anticipate this change will impact your providers' compensation?

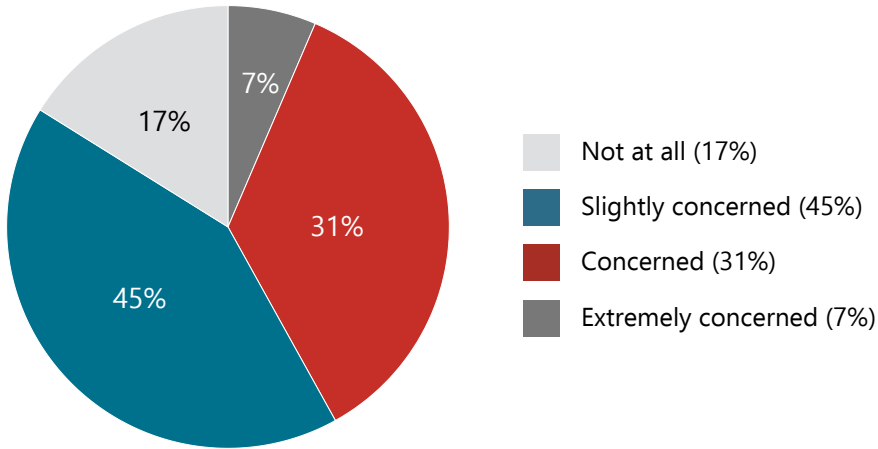


- Yes – we are prepared for the wRVU impact (6%)
- Yes – but we are not prepared to address the wRVU impact (25%)
- No – the APP involvement in these visits is marginal (12.5%)
- No – we are altering our care delivery model to avoid a negative impact on physician wRVUs (12.5%)
- Not sure – we have not yet analyzed the potential impact (44%)



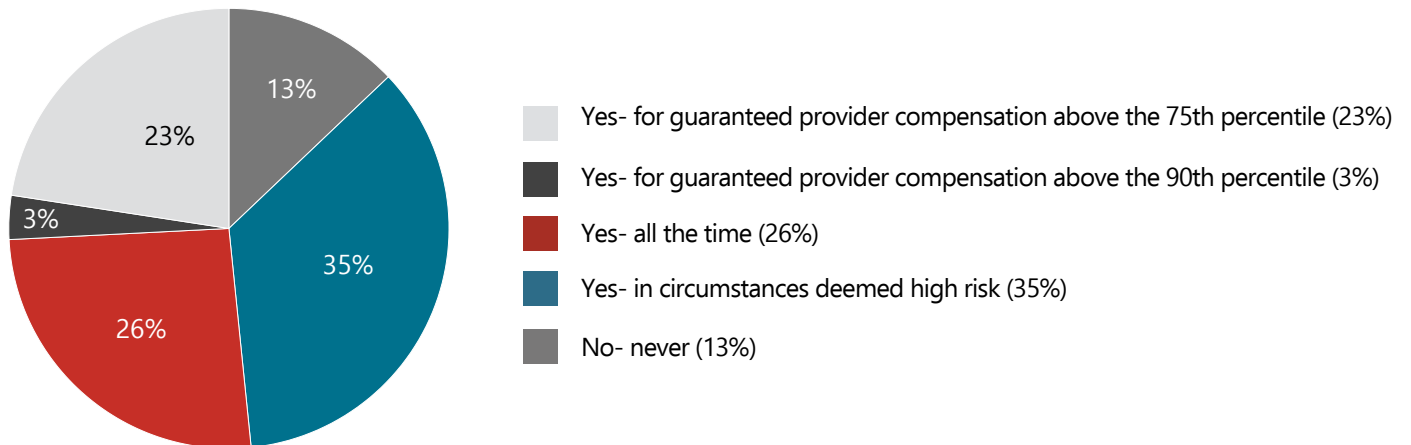
Question 8

Have the 2021 wRVU increases and Stark Regulatory updates affected your feelings about Fair Market Value determination?



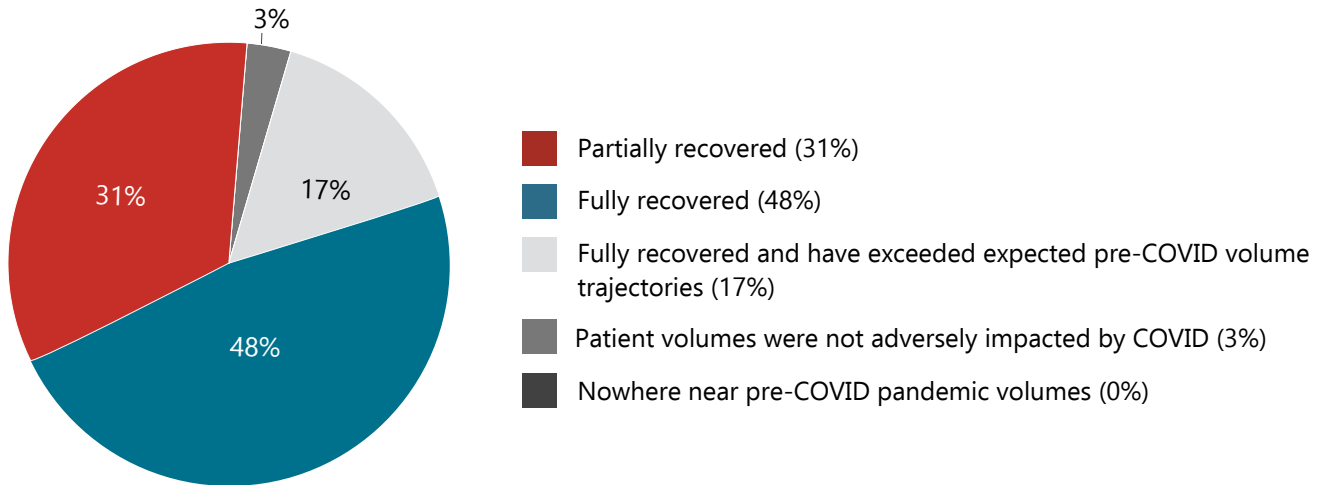
Question 9

Do you seek outside resources for Fair Market Value and Commercial Reasonableness opinions?



Question 10

Has your group/employed network fully recovered the patient volume that was lost during the COVID-19 pandemic?



ABOUT HSG ADVISORS

HSG Advisors partners with health systems to transform their approach to markets, services, and providers for improved growth and operational and financial sustainability.

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